



**LOWELL PUBLIC SCHOOLS**  
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To: Superintendent  
From: Chief Operating Officer  
Date: October 24, 2022  
Re: Motion Response

On October 19, 2022, the School Committee approved the following motion:

2018 HR Audit

[By Stacey Thompson]: Request for an update on work, changes, policy updates or remedies surrounding compensation and position classification disparities and additional equity issues be brought to light in the 2018 HR audit.

Comprehensive Pay and Classification Study (p. 21).	
Compensation Policy- the Superintendent with the School Committee should adopt a compensation policy and philosophy and then use that policy as a guide when implementing a completed comprehensive compensation and classification study."	Lowell Public School issued an RFP for a wage study in the Spring of 2022. There were no responsive bids. LPS is aware of some entities which may be interested. LPS is re-working the RFP and will re-issue it within 2 weeks. Bids will be presented to the School Committee for review and discussion likely by the end of November.

I have attached the 2018 HR Audit which was discussed in a subcommittee meeting last week. Many of the recommendations within the 2018 HR audit have been adopted. In reference to the comprehensive compensation and classification study, such went out in an RFP in the Spring of 2022. We received no bids. We are rewriting the RFP. Pursuant to recent inquiries, I expect we will receive bidders when it is relaunched in November. We hope to use the results of this wage study to support recommendations to the School Committee related to a proposed compensation policy for adoption.